

**COUNTY OF SAN DIEGO  
BOARD OF SUPERVISORS  
TUESDAY, MAY 05, 2026**

**MINUTE ORDER NO. 13**

**SUBJECT: PUBLIC HEARING IN COMPLIANCE WITH ASSEMBLY BILL 2561 (AB 2561)  
REGARDING COUNTY OF SAN DIEGO VACANCIES, RECRUITMENT AND  
RETENTION EFFORTS (DISTRICTS: ALL)**

**OVERVIEW**

On September 22, 2024, Governor Newsom signed into law Assembly Bill 2561 (AB 2561). Codified in Government Code section 3502.3, AB 2561 requires public agencies to present the status of vacancies by bargaining unit, and to present recruitment and retention efforts at a public hearing at least once per fiscal year prior to budget adoption. Recognized employee organizations are entitled to make a presentation at the hearing for positions within the organization's bargaining unit.

Government Code section 3502.3 also requires public agencies with vacancies that exceed 20% in a single bargaining unit, to provide additional information including the average number of days to complete the hiring process from when a position is posted and opportunities to improve compensation and other working conditions upon request of the recognized employee organization(s).

This is a request for the Board of Supervisors to receive the 2026 Vacancy, Recruitment and Retention presentation in compliance with AB 2561, and to receive and consider public comment.

**RECOMMENDATION(S)**

**CHIEF ADMINISTRATIVE OFFICER**

1. Hold a public hearing on May 5, 2026, in accordance with Government Code section 3502.3
2. Receive the 2026 County of San Diego Vacancy, Recruitment and Retention presentation.

**EQUITY IMPACT STATEMENT**

Equity is essential in efforts to attract and retain an engaged workforce. Today's presentation provides vacancy, recruitment and retention efforts that will inform the County of San Diego of the status vacancies and areas of challenges in hiring. This will support County departments in retaining a skilled, adaptable, and diverse workforce to provide essential services to the communities served in San Diego.

**SUSTAINABILITY IMPACT STATEMENT**

Maintaining a strong workforce through effective recruitment and retention directly supports the County of San Diego's sustainability goals by enhancing our ability to consistently deliver essential services, especially during challenging times. Even with our relatively low vacancy rate and strong retention, strategic staffing efforts ensure we minimize potential service disruptions and maximize resource efficiency, enabling us to respond effectively to community needs and safeguard against future economic and social vulnerabilities.

**FISCAL IMPACT**

There is no fiscal impact associated with today’s request to hold a public hearing and receive the 2026 County of San Diego Vacancy, Recruitment, and Retention presentation related to AB 2561. There is no change in net General Fund cost and no additional staff years.

**BUSINESS IMPACT STATEMENT**

N/A

**ACTION:**

ON MOTION of Supervisor Desmond, seconded by Supervisor Anderson, the Board of Supervisors held a public hearing on May 5, 2026, in accordance with Government Code section 3502.3, and received the 2026 County of San Diego Vacancy, Recruitment and Retention presentation.

AYES: Aguirre, Anderson, Lawson-Remer, Desmond

ABSENT: Montgomery Steppe

State of California)  
County of San Diego) §

I hereby certify that the foregoing is a full, true and correct copy of the Original entered in the Minutes of the Board of Supervisors.

ANDREW POTTER  
Clerk of the Board of Supervisors



Signed  
by Andrew Potter